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HEALTH SERVICES RESEARCH DEPARTMENT PUBLICATIONS:
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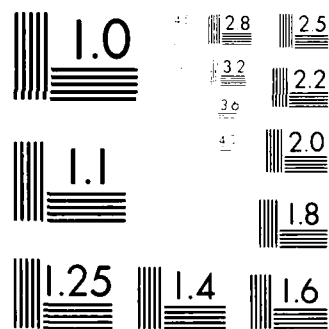
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Naval School of
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Research Department 20814-5033



HEALTH SERVICES RESEARCH DEPARTMENT PUBLICATIONS: CATALOG OF COMPLETED STUDIES, 1971 - 1985

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CATALOG OF COMPLETED STUDIES

RESEARCH DEPARTMENT
NAVAL SCHOOL OF HEALTH SCIENCES
BETHESDA, MARYLAND
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JULY 1971 - DECEMBER 1985

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PART I

INTRODUCTION

INTRODUCTION

The Health Services Research Department at the Naval School of Health Sciences, Bethesda, Maryland, was established in 1971. Its overall mission is to conduct problem-focused research in health care delivery, organizational management and related areas. During the past fifteen years, research has been completed in the areas of hospital workload measurement, physician manning levels, contingency planning, beneficiary case mix classification (DRGs), provider work stress, and nursing workload management. Staff members are also tasked with anticipating future trends in health care and evaluating their potential impact on the efficiency and effectiveness of Navy medicine.

Organizationally, the Department is located within the Naval School of Health Sciences, an echelon 4 command responsible to the Naval Health Sciences Education and Training Command and thus accountable to the Deputy Commander, Personnel Management (MEDCOM Code 05). Funding for research is provided by the Naval Medical Research and Development Command through the Deputy Commander for Fleet Readiness and Support (MEDCOM Code 02). Current manpower authorization is four officers (one Medical Service Corps, one Nurse Corps, and two "2xxx) and three civilians (a statistician, a computer programmer, and a secretary). One additional Nurse Corps officer has been assigned to the Department in an operational billet entitled Workload Management System (WMS) Project Manager.

In addition to conducting formal studies, members of the Research staff serve as consultants and resource personnel to various military and civilian groups, such as the DOD mandated Tri-Service Performance Measurement Work

Group. The coordination of mutually interesting studies and distribution of workload has maximized the personnel and fiscal resources of the Department. As a result, the Naval Medical Command and field activities have been provided with the scientific analyses necessary to defend current programs or make desired changes in the Navy health care system.

PART II

PUBLISHED STUDIES AND CRITIQUES

<u>Date</u>	<u>Study</u>
Jul 71	WHITE, R. L. A Proposal for a Research Division at Naval School of Health Care Administration. (NSHS #S-1)
Mar 72	BENTLEY, J. D. and WHITE, R. L. An Analysis of Certain Arguments Concerning Allocation of Physicians in the U.S. Navy. (NSHS #C-1)
May 72	BENTLEY, J. D. and WHITE, R. L. Physician requirements for the Navy Medical Department. (NSHS #S-4)
Jun 72	BENTLEY, J. D. and WHITE, R. L. An Evaluation of the Physician Staffing Requirements Recommended by the Center for Naval Analysis. (NSHS #C-2)
Jul 72	POINTER, D. D.; BENTLEY, J. D.; and WHITE, R. L. Toward Defensible Navy Physician Manning Alternatives: Bases for BUMED Policy. (NSHS #S-5)
Aug 72	POINTER, D. D.; WHITE, R. L.; and BENTLEY, J. D. Towards the Development of a Valid Medical Activity Measure: Theoretical Foundations. (NSHS #S-6)
Oct 72	POINTER, D. D.; WHITE, R. L.; and BENTLEY, J. D. Workload Measurement in Naval Hospitals: An Initial Discussion. (NSHS #S-7)
Nov 72	POINTER, D. D.; WHITE, R. L.; and BENTLEY, J. D. The Composite Work Unit as a Resource Allocator: A Critical Analysis. (NSHS #S-8)
Dec 72	WHITE, R. L. Medical Workload Prediction: Population Data for Health Care Planning and Research--Requirements and Recommendations. (NSHS #S-9)
Dec 73	POINTER, D. D.; Bentley, J. D.; and WHITE, R. L. Ambulatory Care Cost Functions in Naval Outpatient Departments: An Empirical Model. (NSHS #S-10)
Dec 73	BENTLEY, J. D. A Point Paper Analysis of the USAF Adjusted Admissions Equivalent. (NSHS #C-3)
Feb 74	BENTLEY, J. D. A Point Paper Analysis of the Boeing Computer Services' Navy Medical Care: Findings and Implications. (NSHS #C-4)
Feb 74	MONTGOMERY, J. E. An Evaluation of Alternatives for the Delivery of Health Care in the United States Military. (NSHS #S-13)

<u>Date</u>	<u>Study</u>
Mar 74	BENTLEY, J. D. An Evaluation of the Assumptions and Methodology of the Boeing Study. (NSHS #C-5)
Mar 74	MONTGOMERY, J. E. Economic Incentives for Health Care Providers and Consumers Under Various Reimbursement Systems with Possible Applications to the Military Health Care Delivery System. (NSHS #S-12)
Apr 74	BENTLEY, J. D. HMO Enrollment: A Very Expensive Option. (NSHS #S-14)
Nov 74	BENTLEY, J. D. A Point Paper Summary and Evaluation of All-Volunteer Task Force Report #74-6. (NSHS #C-6)
Nov 74	BENTLEY, J. D. A Point Paper Summary and Evaluation of All-Volunteer Task Force Report #74-7. (NSHS #C-7)
Dec 74	MONTGOMERY, J. E. Applications of HMO Incentives to the Military Health Care Delivery System. (NSHS #S-11)
Jan 75	AMBROSE, D. M.; REDD, R. D.; BENTLEY, J. D.; and MONTGOMERY, J. E. An Analysis of the Average Cost Per Ration in Naval Hospitals, FY 1970-73: An Empirical Model. (NSHS #S-16)
Jan 75	BENTLEY, J. D. A Point Paper Summary and Evaluation of Health Personnel All-Volunteer Task Force Report #74-8 "Fiscal Year 1975 Study Plan." (NSHS #C-8)
Jan 75	BENTLEY, J. D. A Point Paper Summary and Evaluation of Health Personnel Task Force Report #74-9 "Method of Determining Desired Number of Active Duty Physicians." (NSHS #C-9)
Jan 75	BENTLEY, J. D. A Point Paper Summary and Evaluation of Health Personnel Task Force Report #74-12 'Report on Civil Service Physicians in the Department of Defense' (NSHS #C-10)
Jan 75	BENTLEY, J. D. A Point Paper Summary and Evaluation of Health Personnel Task Force Report #74-13 "Strategic Aeromedical Evacuation--A Simulation Model." (NSHS #C-11)
Jan 75	BENTLEY, J. D. A Point Paper Summary and Evaluation of the U.S. Army Medical Care Composite Unit Study (MECCUS). (NSHS #C-12)
Jan 75	ELKINS, B. R. and BENTLEY, J. D. Financial Disincentives to Medical Care. (NSHS #S-13)
Jan 75	ELKINS, B. R. and BENTLEY, J. D. Summary of Literature Review: CHAMPUS Service Area Study. (NSHS #S-19)

<u>Date</u>	<u>Study</u>
Feb 75	POINTER, D. The Provision of Inpatient Services in U.S. Naval Hospitals: An Empirical Analysis. (NSHS #S-20)
Mar 75	WARREN, D. W. A Memo on CHAMPUS and HMO's. (NSHS #S-21)
May 75	HETRICK, J. R.; KUNKEL, C. E.; MC GANN, D. M.; RANDLE, K. R.; and BENTLEY, J. D. Data Base on NMMC Manual Appointment System: Analytical Models of the System. (NSHS #S-22)
Jun 75	HETRICK, J.; KUNKEL, C.; MC GANN, D.; RANDLE, K.; and BENTLEY, J. D. Data Base on NMMC Manual Appointment System: Statistical Data Base Report. (NSHS #S-23)
Aug 75	BENTLEY, J. D. and AMBROSE, D. M. Performance Factors for Navy Medical Programs: The CNO/CMC Perspective. (NSHS #S-24)
Aug 75	AMBROSE, D. M. and BENTLEY, J. D. Entitlements to Care in the Navy Health Care System. (NSHS #S-25)
Oct 75	AMBROSE, D. M.; REDD, R. D.; BENTLEY, J. D.; and ELKINS, B. R. CHAMPUS Workload and Cost Allocation: Inputs to the Office of Management and Budget's Military Health Care Study. (NSHS #S-27)
Oct 75	REDD, R. D. Simple Extrapolative Methods to Forecast Naval Medical Workload. (NSHS #S-28)
Nov 75	BENTLEY, J. D.; AMBROSE, D. M.; and ELKINS, B. R. The Organization of the Direct Care Navy Medical System. (NSHS #S-29)
Nov 75	AMBROSE, D. M.; BENTLEY, J. D.; and ELKINS, B. E. A Continuum of Patient Care in the Navy Medical System. (NSHS #S-30)
Feb 76	GORDON, C. V. A Point Paper Summary and Evaluation of OEI Report 5131 "Development of a MedCon Model for Medical and Health Care Contingency Requirements Planning." (NSHS #C-13)
Feb 76	AMBROSE, D. M. A Point Paper Summary and Evaluation of the GAO Draft Report on the Size of the New San Diego Naval Hospital. (NSHS #C-14)
Jun 76	REDD, R. D. A Critique of "Synthesized Cases": A Definition of Hospital Product With Application to a Proposed Hospital Productivity Measurement System. (NSHS #C-15)
Jun 76	REDD, R. D. and AMBROSE, D. M. Length of Patient Stay in Naval Hospitals: A Model for Case-Mix-Adjusted Comparison with Civilian Hospitals. (NSHS #S-31)

<u>Date</u>	<u>Study</u>
Jun 76	AMBROSE, D. M. and REDD, R. D. Estimation of the Number of Beds Needed in Future Hospitals: A Method Based on Case-Mix. (NSHS #S-32)
Dec 76	ROACH, W. L., Jr. Navy Health System Performance Measurers. (NSHS #S-33)
Jan 77	PHILLIPS, C. A., Jr., and PAYTON, R. A. Four Variable Inpatient Model. (NSHS #S-34)
Feb 77	PHILLIPS, C. A., Jr., and PAYTON, R. A. Navy Health Care Delivery Planning Factors. (NSHS #S-35)
Feb 77	PHILLIPS, C. A., Jr., and PAYTON, R. A. Inpatient Care Planning Models. (NSHS #S-36)
Mar 77	PHILLIPS, C. A., Jr., and PAYTON, R. A. Model of Navy Outpatient Care. (NSHS #S-37)
Mar 77	PHILLIPS, C. A., Jr., and PAYTON, R. A. Markov Models of Navy Outpatient Care. (NSHS #S-38)
Mar 77	PHILLIPS, C. A., Jr., and PAYTON, R. A. Criteria for Assessing Deviations from Expected Health Care Service Utilization. (NSHS #S-39)
Feb 78	MONTGOMERY, J. E. Dental Information Retrieval System Methodology Review. (NSHS #C-16)
Mar 78	MONTGOMERY, J. E. A Math Programming Analysis of a Naval Hospital Pediatric Clinic. (NSHS #S-41)
Apr 78	MONTGOMERY, J. E. and LANGLEY, A. Toward Improved Nurse Staffing Methodologies for the Navy Medical Department. (NSHS #S-42)
Jun 78	PHILLIPS, C. A., Jr., and PAYTON, R. A. HEW Hospital Planning Guidelines Related to the Navy Medical Department. (NSHS #S-43)
Jun 79	PHILLIPS, C. A., Jr., and BRUDER, P. T. Navy Physician Practice Survey--First Report. (NSHS #S-1-79)
Sep 79	BRUDER, P. T. Concept Paper - Proposed Regional/Hospital Organization, Naval Regional Medical Center, Charleston, South Carolina. (NSHS #C-1-79)
Sep 79	KELLY, M. and MONTGOMERY, J. E. Patient Classification: The First Step Toward a Nurse Staffing System. (NSHS #S-5-79)

<u>Date</u>	<u>Study</u>
Sep 79	KNIGHT, P. L. and PHILLIPS, C. A., Jr. Physician Availability: Application of Markov Chain Model. (NSHS #S-2-79)
Sep 79	MONTGOMERY, J. E. Weighting of Patient Classification Indicators: Part I, Based on Sorting and Ranking Procedures; Part II, Average-Rank/Ordinal Weight Method. (NSHS #S-6-79)
Sep 79	MONTGOMERY, J. E. and KELLY, M. Assignment Element Difficulty as a Basis for Nursing Personnel Staffing at Naval Hospitals: Phase I Project Report. (NSHS #S-3-79) NTIS AD-A078584
Oct 79	PHILLIPS, C. A., Jr., and BRUDER, P. T. Navy Physician Practice Survey--Second Report. (NSHS #S-4-79)
Nov 79	PHILLIPS, C. A., Jr. Advisory Paper - Health Care Analysis Outline, Naval Regional Medical Center, Great Lakes, Illinois. (NSHS #C-2-79)
Mar 80	MONTGOMERY, J. E. The Proposed "Health Care Unit": An Interim Critique. (NSHS #C-1-80)
Apr 80	MONTGOMERY, J. E. and KELLY, M. Validity and Reliability Testing of Three Naval Hospital Patient Classification Systems. (NSHS #S-1-80)
Sep 80	BRUDER, P. T. and BUTLER, M. C. The Emerging Role of Health Services Research in the Navy Medical Department. (NSHS #C-2-80)
Oct 80	KELLY, M. and MONTGOMERY, J. E. Development of Staffing Formulas for Nursing Personnel Based on patient Classifications with Quality of Care Considerations. (NSHS #S-2-80)
Feb 81	BRUDER, P. T. and BUTLER, M. C. The Medical Service Corps Officer Surveys: Who Responded? (NSHS #S-1-81) NTIS AD-A101789
Mar 81	MONTGOMERY, J. E. Review of Combat Medical Planning Modeling Efforts at Fort Sam Houston, Texas; Evaluative Trip Report. (NSHS #C-1-81)
Mar 81	BRUDER, P. T. and BUTLER, M. C. Junior MSC Officer Attitudes Toward Operational Assignments. (NSHS #S-2-81) NTIS AD-A102592
Mar 81	KELLY, M. Survey of Patient Classification System Status Report. (NSHS #S-3-81)
Apr 81	BUTLER, M. C. and BRUDER, P. T. Life-Stage Career Concerns Among Medical Service Corps Officers: Dimensions and Occupational Differences. (NSHS #S-4-81) NTIS AD-A101788

<u>Date</u>	<u>Study</u>
Apr 31	MONTGOMERY, J. E. and KELLY, M. Assignment Element Difficulty as a Basis for Nursing Personnel Staffing at Naval Hospitals: Final Project Report. (NSHS #S-5-81) NTIS AD-A078584
Jun 31	KELLY, M. and MONTGOMERY, J. E. A Comparative Analysis of Patient Classification Systems for Nursing Personnel at Naval Hospitals: Final Report. (NSHS #S-6-81)
Dec 31	MONTGOMERY, J. E. and KAY, T. L. Using Diagnostic Related Groups (DRGs) to Develop Case Mix Measures for Navy Hospitals; Preliminary Report. (NSHS #S-7-81)
Feb 32	KAY, T. L.; BRUDER, P. T.; and BUTLER, M. C. Navy Uniformed Social Workers: Introduction to a Longitudinal Career Study. (NSHS #S-1-82)
Feb 32	KAY, T. L. and MONTGOMERY, J. E. Using Diagnostic Related Groups (DRGs) to Monitor Hospital Performance and Allocate Resources to Navy Hospitals - Preliminary Results. (NSHS #S-2-82)
Jun 32	LA ROCCO, J. M. and KAY, T. L. An Automated Medical Resource Allocation and Planning System (MEDRAPs) for Navy Medical Department Resource Management and Contingency Planning Purposes - Interim Report. (NSHS #S-3-82)
Nov 33	KAY, T. L. and RIEDER, K. A. Accounting for Variation in Patient Length of Stay in Naval Hospitals Using Diagnosis Related Groups (DRGs) as a Case Grouping Method - Preliminary Results. (NSHS #S-1-83) NTIS AD-A148 471/6/WHP
Nov 33	RIEDER, K. A. Patient Participation in Care: Relationship Among Attitudes, Perceptions, and Behaviors. (NSHS #S-3-83)
Dec 33	KAY, T. L. and RIEDER, K. A. Using Diagnosis Related Groups (DRGs) to Monitor Convalescent Leave. (NSHS #S-2-83) NTIS AD-A148 437/7/WHP
Jul 34	KAY, T. L. Homogeneity of DRGs. (NSHS #S-6-84)
Jul 34	RIEDER, K. A. Cost and Benefit Analysis of an Automated Nursing Administration System: A Methodology. (NSHS #S-7-84)
Jul 34	RIEDER, K. A. Hospital Case Mix: Current Research Efforts by the Navy Medical Department. (NSHS #S-8-84)
Jul 34	RIEDER, K. A. Nursing Productivity as Measured by the Navy Workload Management System. (NSHS #S-9-84)

<u>Date</u>	<u>Study</u>
Aug 84	RIEDER, K. A. and JACKSON, S. S. Evaluative Study of the Navy Medical Department's Patient Classification System and Staffing Allocation - Preliminary Report. (NSHS #S-1-84) NTIS AD-A148 519/2/WHP
Sep 84	LA ROCCO, J. M. Social Support: Mechanisms and an Integrative Taxonomy. (NSHS #S-2-84)
Sep 84	LA ROCCO, J. M. and MEDER, D. Differences in Perceptions of Organizational Conditions, Job Attitudes, and Health Beliefs Among Military Physicians, Dentists, and Nurses. (NSHS #S-3-84)
Oct 84	HALL, R. J. and KAY, T. L. Uniform Chart of Accounts: A Description with Comments on Potential Use with Case Mix Data. (NSHS #S-4-84) NTIS AD-A148 518/4/WHP
Feb 85	KAY, T. L.; RIEDER, K. A.; and HALL, R. J. Attempt to Refine DRGs (Diagnosis Related Groups) for Navy Medical Department Use by Including Military Unique Variables and an Estimate of Disease Severity. (NSHS #S-2-85) NTIS AD-A157 676/8/WHP
Feb 85	LA ROCCO, J. M. Understanding, Prediction, and Control as Moderators of the Relationship Between Work Conditions and Well-Being. (NSHS #S-1-85)
Mar 85	STEELE, T.; HOLMES, S. A.; HIGGINS, J. L.; and RIEDER, K. A. Perceptions of the Educational Coordinator's Role in the Navy Medical Department. (NSHS #S-3-85)
Dec 85	RIEDER, K. A. and JACKSON, S. S. An Evaluative Study of the Navy Medical Department's Patient Classification System and Staffing Allocation - Final Report. (NSHS #S-5-85)

PART III

METHODS TO OBTAIN STUDIES

METHODS TO OBTAIN STUDIES

The following list of studies and critiques may be obtained as follows:

1. Studies with an AD# listed are available from the Defense Technical Information Center (DTIC). Regular users of the services of DTIC (Per DoD Instruction 5200.21) may obtain copies directly from the following address.

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Alexandria, VA 22304-6145

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When ordering, indicate if the report is desired in microfiche, paper copy, magnetic tape, or microfilm (cartridge, reel, etc.). Current prices of reports or other services may be obtained directly from the respective agency.

3. Studies without an AD, HRP, or PB number may be obtained directly from the following address:

Research Department
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Bethesda, MD 20814-5033

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PART IV

RESUMES

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 Sigma Theta Tau, National Nurses Honor Society
 UCLA Nursing Alumni Association
 Association of Military Surgeons of the United States,
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PUBLICATIONS/TECHNICAL REPORTS:

Publications

1. RIEDER, K. A. and WOOD, M. J. Problem-Oriented: An Experimental Study to Test Its Heuristic Value. Nursing Research, 1978, 27, 25-29.
2. RIEDER, K. A. Parents: The Unrecognized Victims of Child Abuse. Military Medicine, 1978, 143, 758-762.
3. RIEDER, K. A. Effecting Change: Continuing Education Eases the Transition. C. E. Focus, 1979, 2(5), 6-7.
4. RIEDER, K. A. The Relationship Among Attitudinal, Perceptual, and Behavioral Factors as Indicators of Hospitalized Patients' Participation in Care. (Doctoral Dissertation, Catholic University of America, 1982). Dissertation Abstracts International, 1982, 43(4).
5. RIEDER, K. A. and NORTON, D. A. An Integrated Nursing Information System - A Planning Model. Computers in Nursing, 1984, 2, 73-79.
6. HOUSER, M. L.; RIEDER, K. A.; BARLOW, J.; and TEDESCHI, R. How to Prepare for Your Hospital Information System, Part I. Computers in Health Care, August 1984, 24-26, 32-34, 39-39.

7. HOUSER, M. L.; RIEDER, K. A.; BARLOW, J. and TEDESCHI, R. How to Prepare for Your Hospital Information System, Part II. Computers in Health Care, September 1984, 42-46, 50.
3. RIEDER, K. A. and KAY, T. L. Diagnosis Related Groups: Potential Impact on Navy Health Care. Military Medicine, 1985, 150, 266-270.
9. RIEDER, K. A. and HOUSER, M. L. Enhancing Discharge Planning: Continuous Care Using an Automated Decision Support System. In McClelland, E., Kelly, K. and Buckwalter, K. (Eds.). Advanced Concepts in Continuity of Care: Discharge Planning. New York: Grune and Stratton, Inc., 1985.
10. RIEDER, K. A. and KAY, T. L. Exploring the Issue: Severity of illness Within DRGs Using a Nursing Patient Classification System. In Shaeffer, F. (Ed.) Costing Out Nursing Service: Pricing Our Product, New York: National League for Nursing, 1985.
11. RIEDER, K. A. Selecting Automated Information Systems. Aspen's Advisor for Nurse Executives, 1985, 1(2), 7-8.

Proceedings:

1. RIEDER, K. A. and HOUSER, M. L. Identifying Requirements for Nursing System. In Proceedings on the Seventh Annual Symposium on Computer Applications in Medical Care, 1983, 475-477.
2. RIEDER, K. A. and HOUSER, M. L. A Tri-Service Nursing Information Systems Model. In Proceedings on the Seventeenth Hawaii International Conference on Systems Sciences, 1984, 243-255.
3. HOUSER, M. L. and RIEDER, K. A. The Preparation Required to Successfully Implement a Hospital Information System. In Proceedings on the Seventeenth Hawaii International Conference on Systems Sciences, 1984, 229-242.
4. KAY, T. L. and RIEDER, K. A. Using Diagnosis Related Groups (DRGs) to Monitor Convalescent Leave. In Proceedings on the Eighth Annual Symposium on Computer Applications in Medical Care, 1984, 502-505.
5. RIEDER, K. A. Cost and Benefit Analysis of an Automated Nursing Administration System: A Methodology. In Proceedings on the Eighth Annual Symposium on Computer Applications in Medical Care, 1984, 632-635.

Technical Reports

1. RIEDER, K. A. Nursing Administration System - System Decision Paper prepared under GSA contract by American Management Systems, Inc., April 1983.

2. RIEDER, K. A. (Task Force Member). Functional Description for the Nursing System and Nursing System Data Dictionary - Part A and Part B prepared under contract by Libra Technology, April 1983.
3. KAY, T. L. and RIEDER, K. A. Accounting for Variations in Patient Length of Stay in Naval Hospitals Using Diagnosis Related Groups (DRGs) as a Case Grouping Method. NSHS #S-1-83, November 1983.
4. KAY, T. L. and RIEDER, K. A. Using Diagnosis Related Groups (DRGs) to Monitor Convalescent Leave. NSHS #S-2-83, December 1983.
5. RIEDER, K. A. and DI BIASE, R. Nursing Services Patient Care Standards and Care Planning Guide (Using Nursing Diagnoses). Naval Hospital, Bethesda, MD, 1983. NTIS HRP-0906098/9/WHP.
6. RIEDER, K. A. and JACKSON, S. S. An Evaluative Study of the Navy Medical Department's Patient Classification System and Staffing Allocation - Preliminary Report. NSHS #S-1-84, August 1984.
7. KAY, T. L.; RIEDER, K. A.; and HALL, R. J. An Attempt to Refine DRGs for Navy Medical Department Use by Including Military Unique Variables and an Estimate of Disease Severity. NSHS #S-2-85, February 1985.
8. STEELE, T. P.; HOLMES, S. A.; HIGGINS, J. L.; and RIEDER, K. A. Perceptions of the Educational Coordinator's Role in the Navy Medical Department. NSHS #S-3-85, March 1985.
9. RIEDER, K. A. and JACKSON, S.S. An Evaluative Study of the Navy Medical Department's Patient Classification System and Staffing Allocation - Final Report. NSHS #S-5-85, December 1985.

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 Association of Military Surgeons of the United States
 Virginia Psychological Association
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PUBLICATIONS:

1. TOWNSEND, R. E.; HOUSE, J. F.; and ADDARIO, D. Treatment of Chronic Anxiety with Biofeedback-Mediated Electromyographic Relaxation: A Comparison Study. American Journal of Psychiatry. 1975, 132, 590-601.
2. TOWNSEND, R. E.; HOUSE, J. F.; and JOHNSON, L. C. Auditory Evoked Response in Stage 2 and REM Sleep During a 30 Day Exposure to Tone Pulse. Psychophysiology, 1976, 13, 54-57.
3. HOUSE, J. F. and NAITOB, P. Lateral Frontal Slow Potential Shifts Preceding Language Activity in Deaf and Hearing Adults. Brain and Language, 1979, 8, 287-302.

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M.S. 1981 University of Washington
Seattle, Washington
Industrial/Organizational Psychology

MEMBERSHIPS: American Psychological Association
Eastern Psychological Association
Academy of Management
Phi Beta Kappa

PUBLICATIONS:

1. LATHAM, G. P.; STEELE, T. P.; and SAARI, L. M. The Effects of Participation and Goal Difficulty on Performance. Personnel Psychology, 1982, 35, 677-686.
2. LATHAM, G. P. and STEELE, T. P. The Motivational Effects of Participation Versus Goal Setting on Performance. Academy of Management Journal, 1983, 26, 406-417.
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